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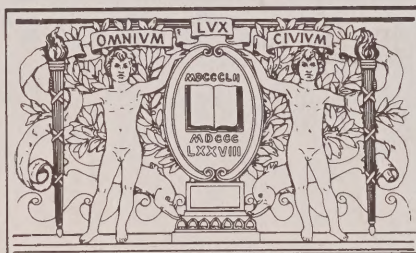
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September, 1983

Election Fact Sheet on:

# BOSTON SCHOOL EMPLOYEES & THEIR PERFORMANCE

prepared by Citywide Educational Coalition in cooperation with the Greater Boston Chamber of Commerce

## Q. HOW MANY PEOPLE WORK FOR THE BOSTON SCHOOLS?

- A. There are about 8,000 school employees: 4,000 teachers, 770 administrators, 470 custodians. The other employees are clerical, security staff, aides, monitors, and food service people.

## Q. WHO ARE THEY? (as of 9/1/83)

### A. Teachers:

2553 women  
1482 men  
**4035**

831 black  
2873 white  
110 Asian  
204 Hispanic  
17 Native American  
**4035**

There are 1,891 Boston residents among the 4,035 teachers. Boston teachers have taught in the system an average of thirteen years.

### Principals:

28 women  
95 men  
**123**

28 black  
92 white  
2 Asian  
1 Hispanic  
**123**

There are 54 Boston residents among the 123 principals, though two addresses are post office boxes. Of these 54 principals, ten have children in the Boston Public Schools.

## Q. ARE THERE STANDARDS IN BOSTON FOR TEACHERS AND ADMINISTRATORS?

- A. Yes, different criteria for each job:

*Teachers* are: evaluated yearly by their principal and department head.  
rated either satisfactory or unsatisfactory.  
rated on knowledge of subject, classroom management, lesson plans,  
their attendance, and cooperation with others including parents.  
Pupil performance is **not** included.

Teacher ratings **are** used for dismissing teachers and as a consideration in making promotions.

Teacher ratings **are not** used for school assignments, layoffs, or pay increases.

*Principals* are: evaluated yearly by their District Superintendent.  
rated excellent, satisfactory, or unsatisfactory.  
rated on instructional leadership, relations with teachers, parents, and students, and  
many other factors.  
Pupil performance is **not** included.

Principal ratings **are** taken into account for assignments, transfers, and promotions.

Principal ratings **are not** used for pay increases.



## Q. HOW DID BOSTON TEACHERS AND PRINCIPALS RATE LAST YEAR?

- A. Teachers:** 8 out 4,000 teachers received unsatisfactory ratings. The three provisional teachers were not rehired, and hearings are being held for the five tenured teachers.
- In the beginning of the school year, thirty teachers received unsatisfactory ratings but were able to improve enough to end up with a satisfactory rating. Thus, 99.8% OF BOSTON'S TEACHERS PERFORMED SATISFACTORILY BY THE PRESENT STANDARDS.

### *Principals/*

*Headmasters:* Although some received unsatisfactory ratings in some categories, 100% OF BOSTON'S PRINCIPALS/HEADMASTERS RECEIVED A SATISFACTORY RATING. However, there have been a number of retirements, transfers, and reassignments, almost forty. Some of these can be directly attributed to a review of their performance and a decision that their present assignment was not in the best interest of the system.

## Q. ARE OTHER ADMINISTRATORS EVALUATED?

- A.** Yes. The Superintendent by the School Committee, the three Deputy Superintendents by the Superintendent, the nine District Superintendents by the Deputy Superintendents and the Superintendent, and the Senior Officers by their respective Deputy Superintendents.

NONE OF THESE ADMINISTRATORS RECEIVED AN UNSATISFACTORY RATING LAST YEAR.

The remaining central administrators are evaluated by their respective department heads. A ten percent reduction in central administrators was effected this year, and some of these people were let go because they were rated the most expendable in their department.

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## ASK THE CANDIDATES:

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- 1) DO YOU THINK THAT PUPIL PERFORMANCE AND ATTENDANCE SHOULD AFFECT A PRINCIPAL'S TENURE AND ASSIGNMENT?
  - 2) WHAT FACTORS WOULD YOU RECOMMEND TO EVALUATE TEACHERS?
  - 3) IF 99.8% OF THE TEACHERS AND 100% OF THE ADMINISTRATORS ARE SATISFACTORY, WHY AREN'T THE SCHOOLS WORKING?
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